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Experimental research of gender features of administrative activity

As object of research we had been took men and women-heads.

As object of research have served – psychological features of gender distinctions in management. Main objective of our research – maintenance of efficiency of administrative activity of men and women-heads.

Research hypothesis: In modern activity of the manager there are serious gender distinctions because of different level of uneasiness, empathy, aggression and motivation to achievement of success at women – and men – of chiefs. For realisation of research we had been chose following techniques: the Technique №1. The test «uneasiness Research» (a questionnaire of Spilbergera) [1]; the Technique №2. A technique of diagnostics of the person on motivation to T.Elersa's success [1]; a technique №3. A technique of diagnostics of the person on motivation to avoiding of failures of T.Elersa [1]; a technique № 4. Techniques of an estimation of behaviour in the conflict (K.Thomas's questionnaire) [2]; the Technique № 5. Bass-Dark's questionnaire [2]; the Technique № 6. A technique of Leongarda [3]; the Technique № 7. A technique «Diagnostics of level of empathy» (V.V. Smartly) [3].

The experimental research technologically included three stages – diagnostic, experimentally-correctional and with is new diagnostic (after application training programs).

The first stage – diagnostic.

28 persons participated in research, from them 14 women-heads and 14 men-chiefs. In total in research it has been allocated four groups of examinees – experimental both control “female” groups and experimental and control “man’s” groups. As a result of application of research techniques about which it has been told above, following results which are presented in tables have been received. During research diagnostic parametres which were presented possible to be consolidated to corresponding blocks have been studied significant for chiefs.

The block №1. Risk and personal uneasiness.

These two parametres form the uniform block. The following dependence – the above personal uneasiness has been revealed, the it is less propensity to risk.

The results received at the first investigation phase, have shown, availability of an average index of risk (+7) and level of uneasiness (+40) in experimental group at the men, testifying to moderate propensity to risk and about moderate uneasiness while indicators in female group show a high indicator of uneasiness (+53) and unavailability to risk (-26).

The block №2.

Research of motivation of achievement to success and motivation of avoiding of failures. From the point of view of the given approach, the above motivation of achievement of success, the more low motive of avoiding of failures.



Analyzing average indexes on two parameters of the second block, it is possible to draw a conclusion that in experimental group at women the motivation of avoiding of failures (+20,57) prevails over motivation of achievement (+13,85) while, at men these indicators testify to opposite prevailing motivation.

The block №3. Empathy

Research has shown that empathy level on the average at women very high (+28,57), at men, on the contrary, this indicator rather low (+12,70).

The block №4. Aggression

The analysis of the data on this block testifies to high aggression at men (+28,14), and average significance at women (+21,28).

The block №5. Behaviour in the conflict

As a result of research it has been revealed that in a conflict situation of the woman on the average show tactics of avoiding of the conflict or compromise search. Average indexes of man's group testify to competition or cooperation tactics.

The block №6. Types accent character.

Results of application of the given technique testify that basically men have hyperactive or cyclic type accent character. The highest indicators at women – on disturbing and emotional to type accent character.

The second stage – experimentally-correctional

For optimisation of managerial processes in management the program of psychological maintenance of efficiency of a gender has been developed for men-heads and women-chiefs. Having generalised results of research it is possible to draw a conclusion that "negative" gender factors influencing managerial process, at women are high personal uneasiness and insufficient motivation to success achievement, special training on decrease in level of uneasiness has been for this purpose developed and applied. Men had defect of empathy and the increased aggression. Other complex of actions has been developed for softening of these factors (training). Thus, the program for men-heads and for the women-chiefs, including a number of trainings has been developed. Employment have been calculated for 5 weeks on to one in a week. Duration of each meeting – 2,5 hours.

The third stage – diagnostic (after realisation training actions).

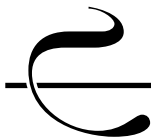
The block №1 Risk and Uneasiness (personal)

Results are presented in table №1.

Table № 1

Risk and Uneasiness (personal)

	Women (before training realisation)				Women (after training application)			
	Experimental group		Reference group		Experimental group		Reference group	
	Risk	Uneasiness	Risk	Uneasiness	Risk	Uneasiness	Risk	Uneasiness
Mean scores	-16,4	53,42	-15,28	52,71	-11,85	48,42	-15,14	52,42

**Conclusions:**

After application of the program of psychological maintenance of efficiency of a gender in management level of uneasiness at women has decreased, and the indicator of propensity to risk has grown and has reached average significance.

The block №2. Motivation of achievement of success and Motivation of avoiding of failures

Results are shown in the table № 2.

Table № 2**Research of motivation of achievement to success and motivation of avoiding of failures**

	Women (before training realisation)				Women (after training application)			
	Experimental group		Reference group		Experimental group		Reference group	
	Motive of achievement	Motive of avoiding	Motive of achievement	Motive of avoiding	Motive of achievement	Motive of avoiding	Motive of achievement	Motive of avoiding
Mean scores	14,00	20,57	13,85	21,42	18,14	17,28	14,00	21,71

Conclusions:

The results received after realisation of some trainings, show increase at women of motivation to achievement and its prevalence over motivation of avoiding of failures.

The block №3. Empathy

Results are presented in the table № 3.

Table № 3**Empathy**

	Men (before training realisation)		Men (after training application)	
	Experimental group	Reference group	Experimental group	Reference group
	Empathy	Empathy	Empathy	Empathy
Mean scores	12,70	12,85	15,00	13,00

Conclusions:

The program of psychological maintenance of efficiency of a gender in management was positively reflected on development of empathy in men its average index has grown with very low to moderately low.

The block №4. Aggression

Results are resulted in the table № 4.

Table № 4**Aggression**

	Men (before training realisation)		Men (after training application)	
	Experimental group	Reference group	Experimental group	Reference group
	Aggression	Aggression	Aggression	Aggression
Mean scores	28,14	28,42	20,57	28,42



Conclusions:

Thanks to trainings the average index of aggression at men has considerably decreased and has acquired normal significance.

Totalling, it is possible to tell that training the program of psychological maintenance of efficiency of a gender in management was positively reflected in the results received after it. We managed to reduce level of uneasiness at women and to increase their motivation on success achievement. At men after training realisation has increased level of empathy and aggression has decreased. Especially productively the program has affected decrease in aggression at men, results here have appeared high enough. Level of other indicators at long training to the program can and improve further that will lead to optimisation of managerial process and overcoming of negative gender distinctions.

References

1. Ilyin E.P. Psychology of individual distinctions. – SPb., 2004.
2. Klimov E.A. Bas of psychology. A practical work. – M., 2002.
3. Methods of practical social psychology. – M., 2004.